



2016 Berkeley Lab Employee Survey

**Report for
Labwide Aggregate
(Career, Term, and Faculty)**

January 2016



PREPARED BY MOR ASSOCIATES, INC.
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Prepared March 1, 2016

TABLE OF CONTENTS

<u>Survey Design</u>	3
What the survey measured	
<u>Methodology</u>	4
How the respondents were selected	
Which groups are represented and what percent of them responded	
<u>Summary Ratings Charts</u>	5
<u>Overall Results for Survey Dimensions and Their Correlation with Engagement</u>	6
Dimensions sorted from highest rating to lowest and color-coded by strength of correlation with engagement	
<u>Reading the Summary Ratings Charts</u>	7
<u>Reading the Ratings Tables</u>	8
<u>Summary Ratings Charts</u>	10
<u>Ratings Tables</u>	15

SURVEY DESIGN

The survey asked about the following core dimensions, which research suggests are important to engagement. A total of one to five individual statements were rated for agreement for each core dimension.

1. Sense of Shared Mission

- 1.1. I work with colleagues in my group who are committed to Berkeley Lab's mission.
- 1.2. Berkeley Lab's mission has been clearly communicated.
- 1.3. My work advances Berkeley Lab's mission.

2. Pride of Association

- 2.1. I am proud of Berkeley Lab's reputation.
- 2.2. Acting with integrity is of utmost importance at Berkeley Lab.
- 2.3. Quality work is highly valued at Berkeley Lab.

3. Job Fit

- 3.1. My job provides opportunities to challenge myself.
- 3.2. What I do at work is a good reflection of who I am.
- 3.3. My work requires me to use all my capabilities.

4. Supervisor Credibility

- 4.1. My supervisor acts consistently.
- 4.2. My supervisor is knowledgeable about the work I do.
- 4.3. My supervisor is a positive role model.

5. Supervisor Accountability Focus

- 5.1. My supervisor clearly communicates expectations.
- 5.2. My supervisor holds people accountable for deliverables.
- 5.3. My supervisor strives to improve the performance of my work group.

6. Ethics

- 6.1. Senior management always acts ethically.
- 6.2. My immediate supervisor always acts ethically.
- 6.3. My coworkers always act ethically.

7. I bring up issues that concern me w/out fear it will affect my performance evaluation or merit/promotion.

8. Pace of Work

- 8.1. I work in an environment where my workload is manageable.
- 8.2. My group has enough staff to get the work done in a quality manner.

9. Safety

- 9.1. My rights and responsibilities related to safety have been clearly communicated to me.
- 9.2. I feel safe in conducting my work because of the Laboratory's safety practices.

10. Pay and Benefits

- 10.1. I am satisfied with my benefits.
- 10.2. I am satisfied with my pay.
- 10.3. I believe I am paid fairly.

11. Development Focus

- 11.1. My supervisor gives me regular feedback.
- 11.2. I am comfortable discussing my performance development needs with my supervisor.
- 11.3. I am comfortable discussing my career opportunities with my supervisor.

12. Fairness and Respect

- 12.1. My supervisor treats me fairly.
- 12.2. My supervisor treats me with respect.
- 12.3. My colleagues treat me with respect.

13. Feeling Valued

- 13.1. My supervisor values my ideas and opinions.
- 13.2. My colleagues value my ideas and opinions.
- 13.3. My supervisor acknowledges my contributions.

14. Diversity Valued

- 14.1. I work with people who genuinely welcome diversity.
- 14.2. The benefits of a diverse and inclusive work group are clearly communicated in my division.
- 14.3. I can comfortably talk about my perspectives with others.

15. Personal Investment

- 15.1. I am always looking for challenging work that can advance my professional development.
- 15.2. I have invested a lot of energy building and maintaining my network at work.
- 15.3. I make it a point to read and absorb all official communications about what is going on in my group, division and Berkeley Lab.
- 15.4. Most people would say they enjoy working with me.
- 15.5. I always let my supervisor know if I have a question or concern s/he should address.

The survey also measured behavioral engagement directly, primarily to correlate those results against individual dimensions to determine which dimensions exert the most influence on engagement. Three questions were asked.

I seek opportunities to go beyond the requirements of my job.

I seek opportunities to collaborate with other work groups.

I volunteer for activities at work that are not part of my job.

All ratings questions in the survey used a 6-point agreement scale, represented in this report with the color scheme below.

Strongly Disagree 1	Disagree 2	Somewhat Disagree 3	Somewhat Agree 4	Agree 5	Strongly Agree 6
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METHODOLOGY

Survey Population

This survey was a census, meaning that all career, term, faculty, and postdoctoral fellows were invited to participate. For this survey effort, career, term, and faculty are reported out separately from postdoctoral fellows.

Responses were gathered using an online survey instrument.

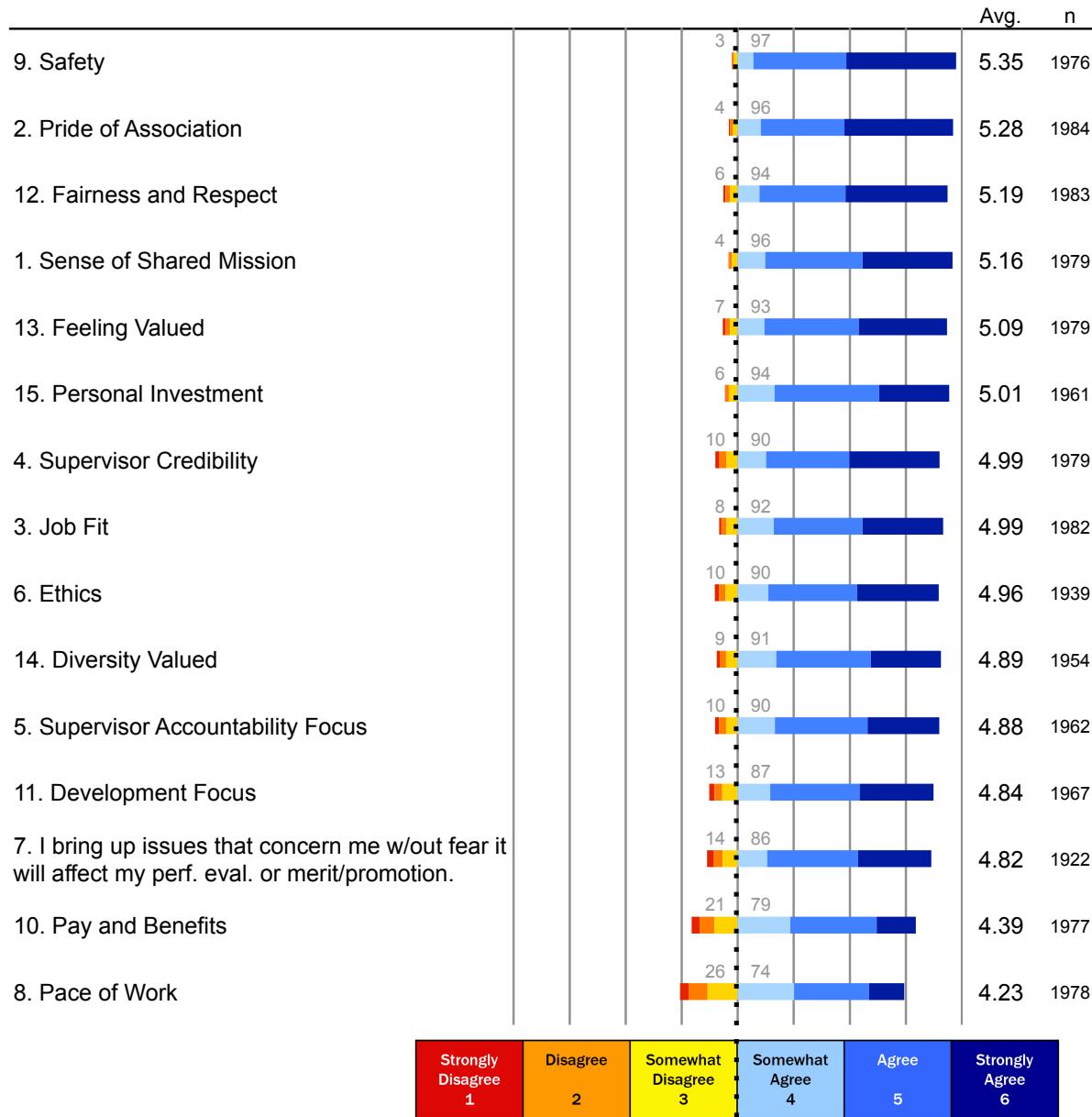
In order for any group to be reported out, that group must have at least 8 members who responded.

This report specifically covers the responses for Labwide Aggregate and includes the following subgroups:

	Pop.	No. Resp.	% Resp.
All Labwide Aggregate	2790	1984	71%
BioSciences (Bio) *	507	347	68%
Computing Sciences (CS)	280	203	73%
Earth & Enviro. Sciences (E&E)	159	110	69%
Energy Sciences (ES)	293	178	61%
Energy Technologies (ET)	288	214	74%
Laboratory Directorate (LD)	64	57	89%
Operations (Ops)	786	597	76%
Physical Sciences (PS)	413	278	67%

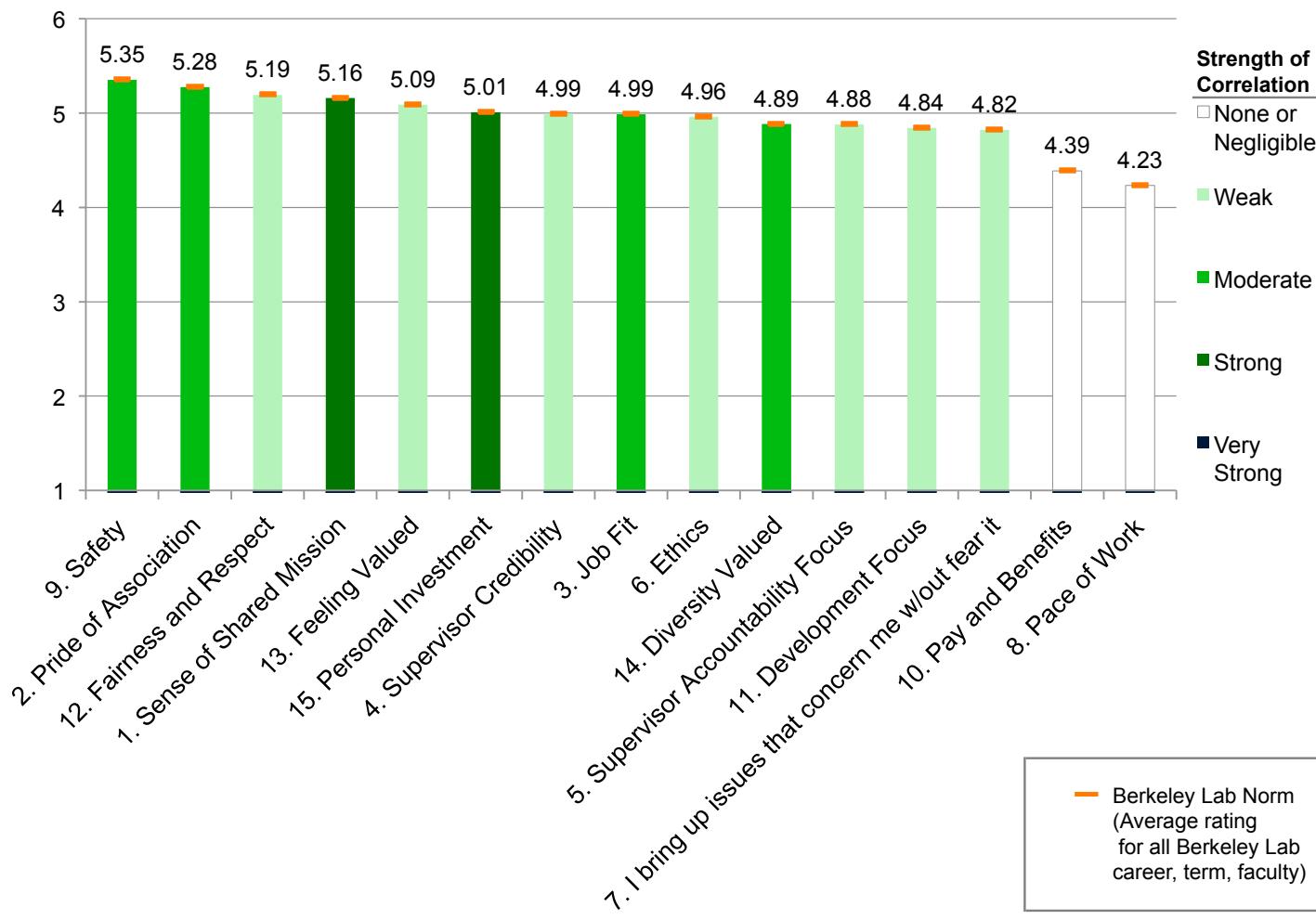
* Letters in parentheses are the abbreviations used throughout the report for each subgroup.
Use this page as a reference or look for the key at the bottoms of the last pages of this report.

All Dimensions for Labwide Aggregate Sorted from Highest to Lowest by Average Rating, n=1984



Strongly Disagree 1	Disagree 2	Somewhat Disagree 3	Somewhat Agree 4	Agree 5	Strongly Agree 6
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**Average Ratings for All Dimensions,
Color Coded by Strength of Correlation with Behavioral Engagement, n=1984**

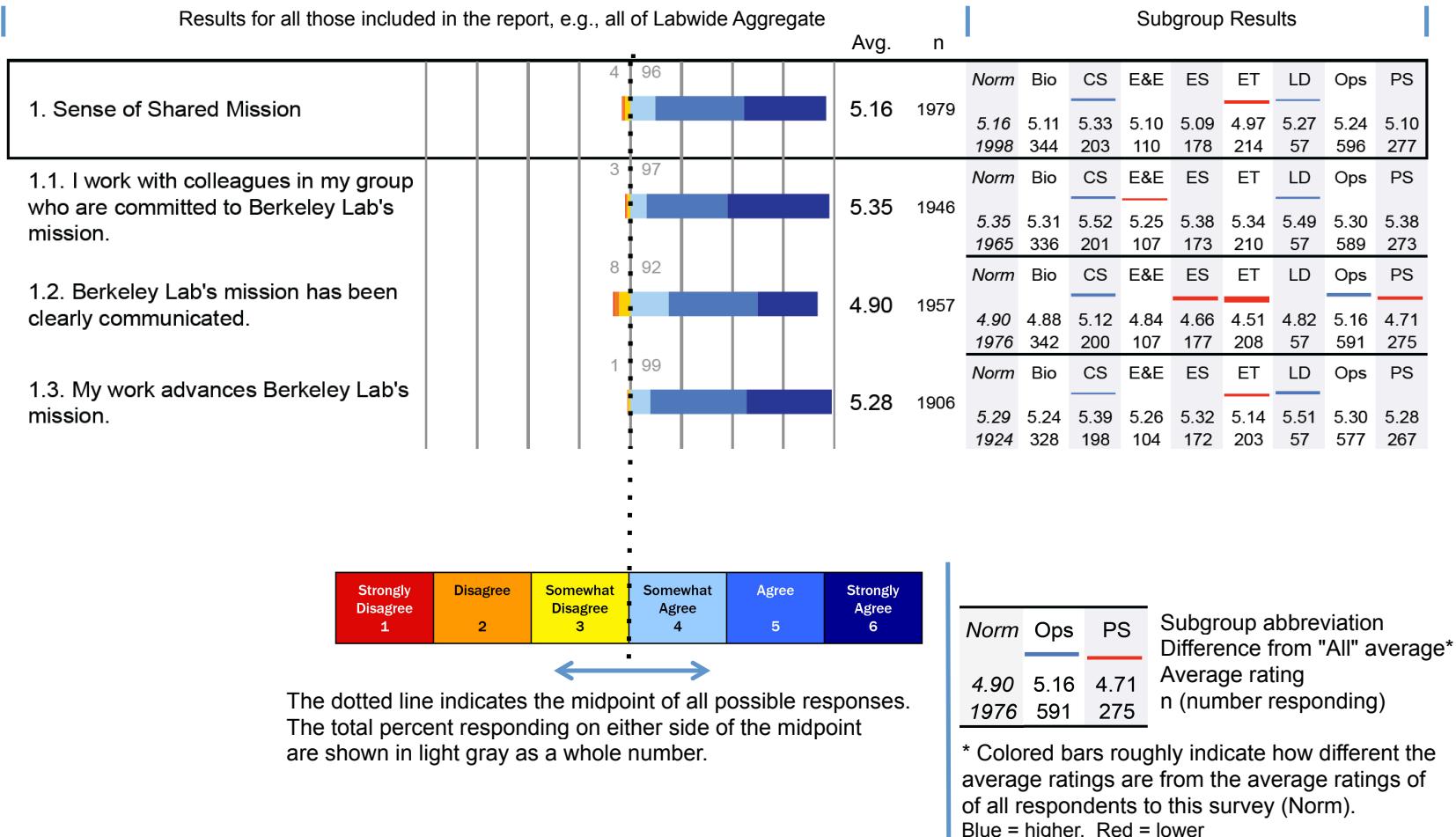


This chart shows the average rating for each dimension, sorted from highest to lowest. The color coding indicates how closely the responses for each dimension correlate to engagement. A combination of higher correlation and lower average rating suggests an improvement opportunity. High correlation paired with high average rating suggests an important strength.

Reading the Summary Ratings Charts

Ratings results are reported using the charts and tables like those seen below.

The boxed area shows the summary results for a given dimension. In this example the dimension is "Recognition." Below each boxed area are the summary results for the individual statements that apply to the dimension.

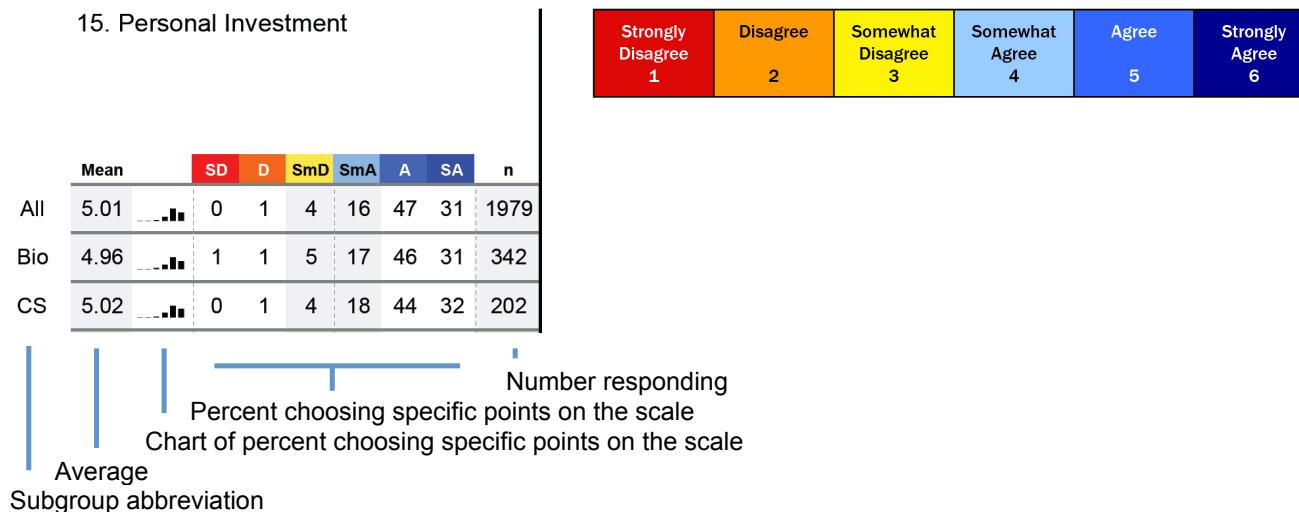


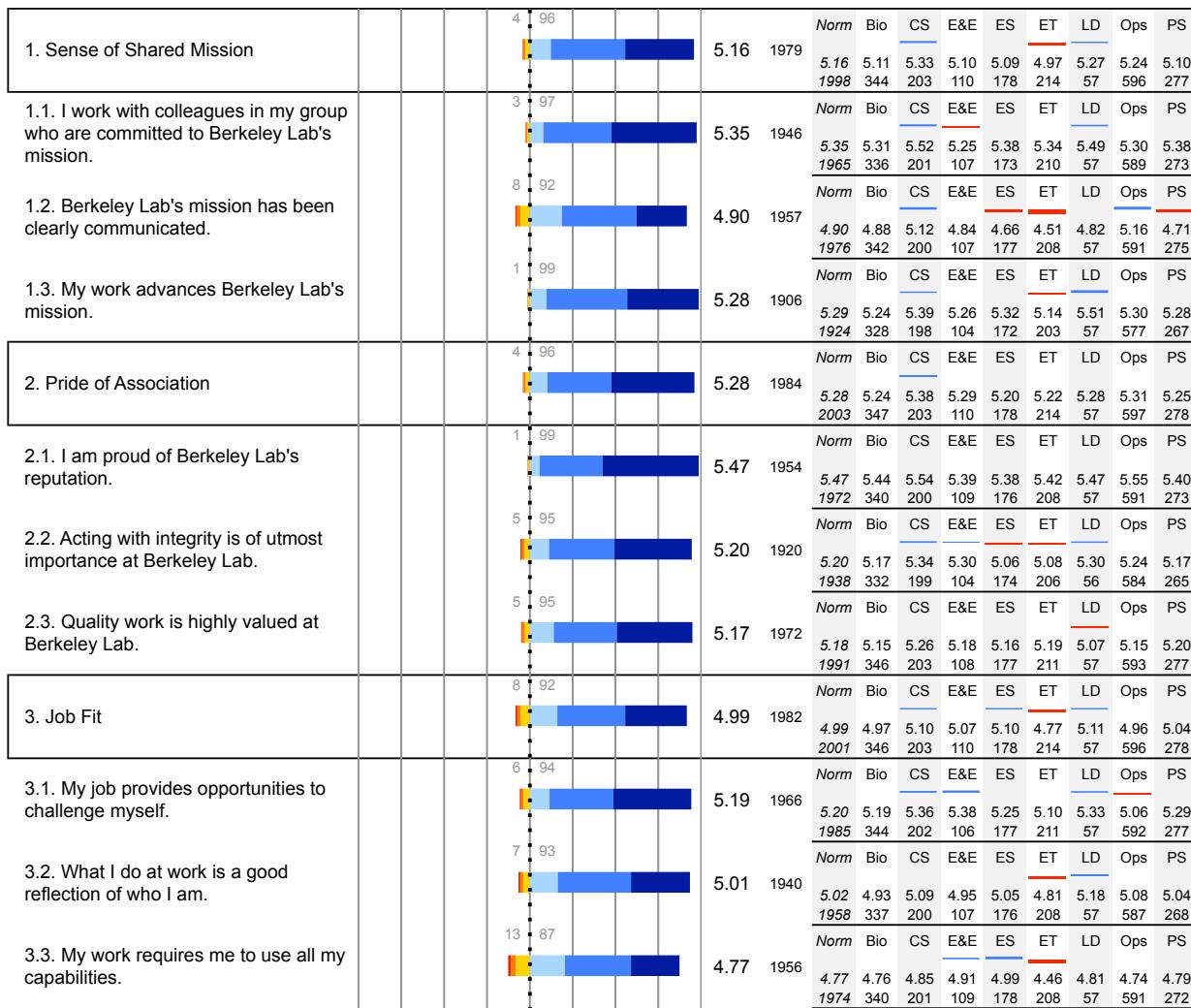
Reading the Ratings Tables

Detailed ratings results for subgroups are reported using the charts and tables like those seen below.

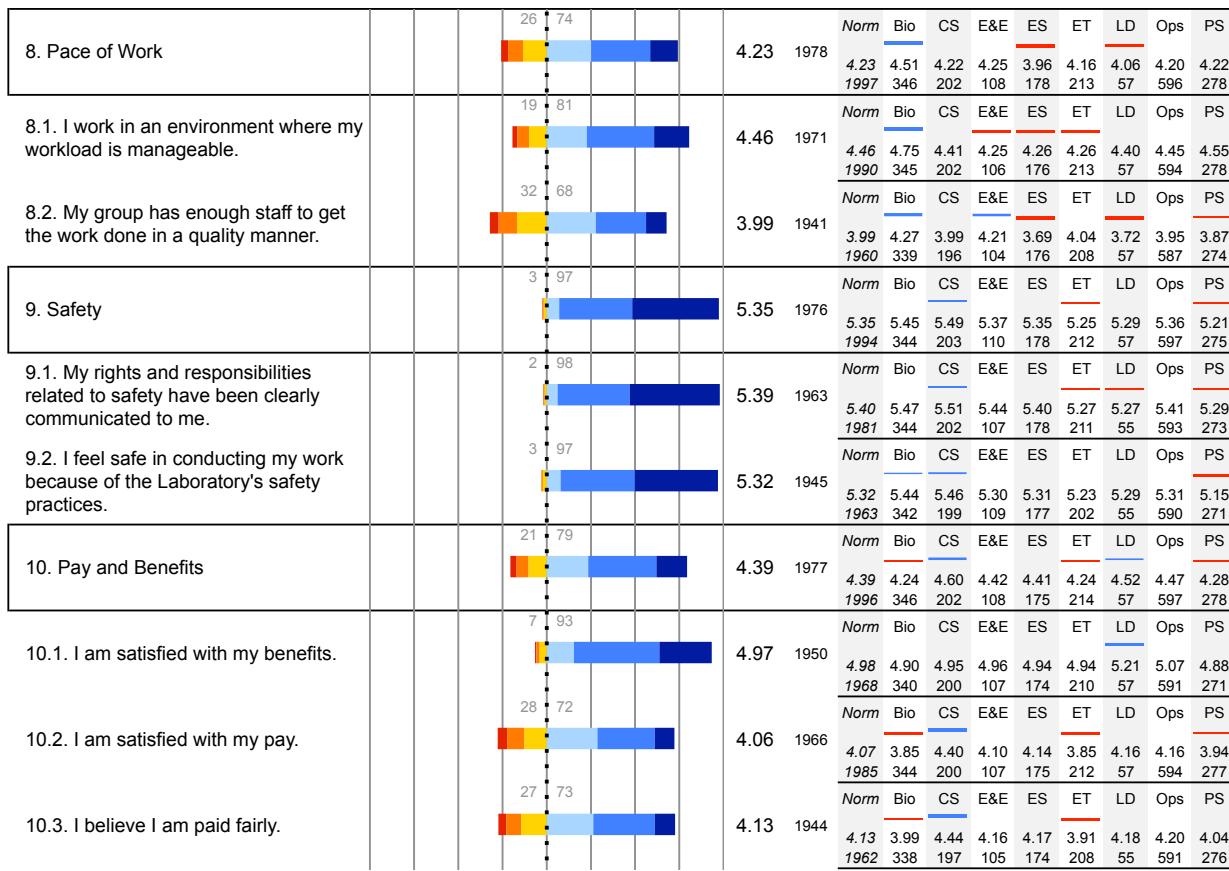
The first table shows summary results, by subgroup, for a given dimension. The tables to the right show results for the individual statements that apply to the dimension.

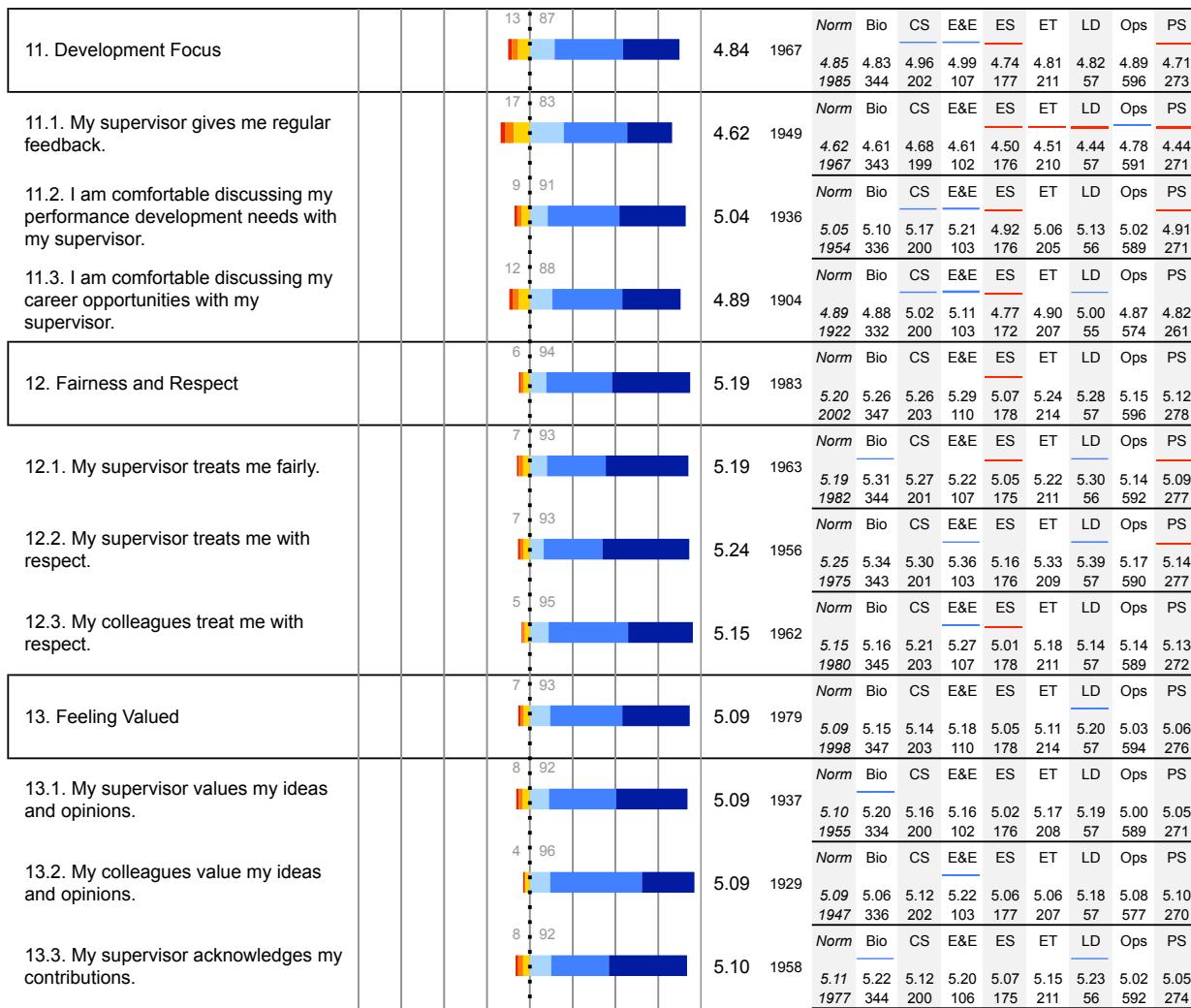
Dimension											Individual questions that apply to the dimension											15.1. I am always looking for challenging work that can advance my professional development											15.2. I have invested a lot of energy building and maintaining my network at work.											15.3. I make it a point to read and absorb all official communications about what is going on in my group, division and Berkeley Lab.											15.4. Most people would say they enjoy working with me.																																																																																																																																																																																																																																																																																
	Mean	SD	D	SmD	SmA	A	SA	n		Mean	SD	D	SmD	SmA	A	SA	n		Mean	SD	D	SmD	SmA	A	SA	n		Mean	SD	D	SmD	SmA	A	SA	n		Mean	SD	D	SmD	SmA	A	SA	n		Mean	SD	D	SmD	SmA	A	SA	n																																																																																																																																																																																																																																																																																		
All	5.01	0.1	4	16	47	31	1979		All	5.23	0.0	2	13	44	41	1963		All	4.89	0.2	6	21	42	29	1937		All	4.87	1.3	8	26	42	21	1985		All	5.16	0.0	0	10	61	28	1854		All	5.18	0.0	0	10	61	28	1854		Bio	4.96	0.1	5	17	46	31	342		Bio	5.26	0.1	1	13	43	43	340		Bio	4.79	1.2	8	23	40	26	332		Bio	4.52	2.3	11	26	39	18	337		ES	4.96	0.1	5	16	45	31	177		ES	5.22	0.0	5	14	36	45	177		ES	4.99	1.1	6	17	39	36	174		ES	4.57	2.2	10	25	43	18	177		ET	4.88	0.3	4	20	47	26	211		ET	5.18	0.1	0	15	49	35	210		ET	4.87	0.4	8	28	37	23	207		ET	4.39	0.6	10	35	38	12	210		LD	5.12	0.1	4	13	47	36	57		LD	5.18	0.2	4	11	44	40	57		LD	5.11	0.2	5	12	42	39	57		LD	4.81	0.2	5	25	47	21	57		Ops	5.11	0.1	3	14	47	35	593		Ops	5.20	0.0	2	14	43	40	583		Ops	4.99	0.2	4	17	45	32	577		Ops	4.94	0.2	4	20	45	28	588		PS	4.93	0.1	5	17	51	25	270		PS	5.13	0.0	2	12	52	33	269		PS	4.81	0.1	8	21	48	22	266		PS	4.62	0.3	10	25	45	17	269		<8	5.21	0.0	6	10	42	42	18	<8	5.44	0.0	0	6	44	50	18	<8	5.47	0.0	0	18	18	65	17	<8	4.72	0.0	22	17	28	33	18	<8	4.72	0.0	22	17	28	33	18	<8	5.19	0.0	0	0	0	0	81	18	<8	5.19	0.0	0	0	0	0	81	18





4. Supervisor Credibility			10 90		4.99 1979	Norm Bio CS E&E ES ET LD Ops PS
4.1. My supervisor acts consistently.			9 91		5.01 1920	Norm Bio CS E&E ES ET LD Ops PS
4.2. My supervisor is knowledgeable about the work I do.			9 91		5.07 1961	Norm Bio CS E&E ES ET LD Ops PS
4.3. My supervisor is a positive role model.			12 88		4.94 1935	Norm Bio CS E&E ES ET LD Ops PS
5. Supervisor Accountability Focus			10 90		4.88 1962	Norm Bio CS E&E ES ET LD Ops PS
5.1. My supervisor clearly communicates expectations.			12 88		4.81 1941	Norm Bio CS E&E ES ET LD Ops PS
5.2. My supervisor holds people accountable for deliverables.			9 91		4.88 1870	Norm Bio CS E&E ES ET LD Ops PS
5.3. My supervisor strives to improve the performance of my work group.			9 91		4.97 1902	Norm Bio CS E&E ES ET LD Ops PS
6. Ethics			10 90		4.96 1939	Norm Bio CS E&E ES ET LD Ops PS
6.1. Senior management always acts ethically.			17 83		4.62 1751	Norm Bio CS E&E ES ET LD Ops PS
6.2. My immediate supervisor always acts ethically.			6 94		5.27 1882	Norm Bio CS E&E ES ET LD Ops PS
6.3. My coworkers always act ethically.			8 92		4.98 1866	Norm Bio CS E&E ES ET LD Ops PS
7. I bring up issues that concern me w/out fear it will affect my perf. eval. or merit/promotion.			14 86		4.82 1922	Norm Bio CS E&E ES ET LD Ops PS





14. Diversity Valued			9 91		4.89	1954	Norm 4.89 1972	Bio 5.00 342	CS 5.11 201	E&E 4.89 106	ES 4.73 178	ET 4.83 212	LD 4.95 57	Ops 4.85 590	PS 4.78 268
14.1. I work with people who genuinely welcome diversity.			6 94		5.08	1904	Norm 5.08 1922	Bio 5.14 331	CS 5.29 198	E&E 5.02 101	ES 5.09 175	ET 5.10 206	LD 5.20 55	Ops 5.03 576	PS 4.94 262
14.2. The benefits of a diverse and inclusive work group are clearly communicated in my division.			12 88		4.78	1893	Norm 4.78 1911	Bio 4.98 329	CS 5.03 193	E&E 4.78 101	ES 4.41 174	ET 4.53 205	LD 4.80 55	Ops 4.85 580	PS 4.66 256
14.3. I can comfortably talk about my perspectives with others.			10 90		4.83	1930	Norm 4.83 1948	Bio 4.98 337	CS 5.02 199	E&E 4.94 102	ES 4.70 177	ET 4.90 209	LD 4.86 56	Ops 4.69 586	PS 4.78 264
15. Personal Investment			6 94		5.01	1961	Norm 5.01 1979	Bio 4.96 342	CS 5.02 202	E&E 5.02 109	ES 4.96 177	ET 4.88 211	LD 5.12 57	Ops 5.11 593	PS 4.93 270
15.1. I am always looking for challenging work that can advance my professional development.			2 98		5.22	1945	Norm 5.23 1963	Bio 5.26 340	CS 5.34 201	E&E 5.39 108	ES 5.22 177	ET 5.18 210	LD 5.18 57	Ops 5.20 583	PS 5.13 269
15.2. I have invested a lot of energy building and maintaining my network at work.			8 92		4.89	1920	Norm 4.89 1937	Bio 4.79 332	CS 4.92 199	E&E 4.87 108	ES 4.99 174	ET 4.67 207	LD 5.11 57	Ops 4.99 577	PS 4.81 266
15.3. I make it a point to read and absorb all official communications about what is going on in my group, division and Berkeley Lab.			12 88		4.67	1947	Norm 4.67 1965	Bio 4.52 337	CS 4.61 202	E&E 4.59 107	ES 4.57 177	ET 4.39 210	LD 4.81 57	Ops 4.94 588	PS 4.62 269
15.4. Most people would say they enjoy working with me.			1 99		5.16	1838	Norm 5.16 1854	Bio 5.20 315	CS 5.10 188	E&E 5.23 98	ES 5.08 168	ET 5.11 195	LD 5.13 56	Ops 5.22 563	PS 5.09 255
15.5. I always let my supervisor know if I have a question or concern s/he should address.			5 95		5.12	1940	Norm 5.12 1957	Bio 5.08 338	CS 5.14 198	E&E 5.03 104	ES 4.97 175	ET 5.10 209	LD 5.39 57	Ops 5.23 591	PS 5.00 268

1. Sense of Shared Mission										1.1. I work with colleagues in my group who are committed to Berkeley Lab's mission.										1.2. Berkeley Lab's mission has been clearly communicated.										1.3. My work advances Berkeley Lab's mission.									
	Mean	SD	D	SmD	SmA	A	SA	n		Mean	SD	D	SmD	SmA	A	SA	n		Mean	SD	D	SmD	SmA	A	SA	n		Mean	SD	D	SmD	SmA	A	SA	n				
All	5.16	1.11	0	1	3	12	43	40	1979	All	5.35	1.11	0	1	1	8	40	50	1946	All	4.90	1.11	1	2	5	19	44	29	1957	All	5.28	1.11	0	0	1	10	47	42	1906
Bio	5.11	1.11	0	1	3	12	46	37	344	Bio	5.31	1.11	0	1	2	7	43	46	336	Bio	4.88	1.11	1	3	4	20	46	27	342	Bio	5.24	1.11	0	1	2	9	50	39	328
CS	5.33	1.11	0	1	1	8	42	48	203	CS	5.52	1.11	0	1	0	5	31	62	201	CS	5.12	1.11	0	2	3	14	48	35	200	CS	5.39	1.11	0	0	1	6	46	47	198
E&E	5.10	1.11	1	1	3	17	38	41	110	E&E	5.25	1.11	2	0	1	13	36	48	107	E&E	4.84	1.11	1	3	5	23	39	29	107	E&E	5.26	1.11	0	0	2	15	38	45	104
ES	5.09	1.11	1	2	4	12	41	40	178	ES	5.38	1.11	0	1	1	8	38	51	173	ES	4.66	1.11	2	5	8	20	38	26	177	ES	5.32	1.11	0	0	1	9	47	43	172
ET	4.97	1.11	1	2	4	18	41	34	214	ET	5.34	1.11	1	0	0	9	39	50	210	ET	4.51	1.11	0	5	11	28	38	18	208	ET	5.14	1.11	0	0	0	17	47	35	203
LD	5.27	1.11	0	1	4	12	32	51	57	LD	5.49	1.11	0	0	2	9	28	61	57	LD	4.82	1.11	0	2	9	23	39	28	57	LD	5.51	1.11	0	2	2	4	30	63	57
Ops	5.24	1.11	0	1	2	10	44	42	596	Ops	5.30	1.11	0	1	2	9	41	47	589	Ops	5.16	1.11	0	1	3	12	45	38	591	Ops	5.30	1.11	0	0	0	10	47	42	577
PS	5.10	1.11	0	1	3	13	47	36	277	PS	5.38	1.11	0	1	0	5	44	48	273	PS	4.71	1.11	1	3	7	25	45	20	275	PS	5.28	1.11	0	0	1	8	53	38	267

Bio = BioSciences
 CS = Computing Sciences
 E&E = Earth & Enviro. Sciences
 ES = Energy Sciences
 ET = Energy Technologies

LD = Laboratory Directorate
 Ops = Operations
 PS = Physical Sciences

2. Pride of Association

	Mean	SD	D	SmD	SmA	A	SA	n
All	5.28	1.1	2	10	37	48	1984	
Bio	5.24	1.1	3	9	40	46	347	
CS	5.38	0.1	2	8	36	53	203	
E&E	5.29	0.2	3	11	33	51	110	
ES	5.20	1.1	3	15	34	46	178	
ET	5.22	1.1	2	10	42	44	214	
LD	5.28	0.1	1	16	36	47	57	
Ops	5.31	0.1	2	10	34	52	597	
PS	5.25	1.1	2	10	42	44	278	

2.1. I am proud of Berkeley Lab's reputation.

	Mean	SD	D	SmD	SmA	A	SA	n
All	5.47	1.0	0	1	6	37	56	1954
Bio	5.44	0.9	1	1	5	40	54	340
CS	5.54	0.9	1	1	4	32	63	200
E&E	5.39	0.9	2	1	8	34	55	109
ES	5.38	1.0	0	1	8	41	49	176
ET	5.42	0.9	0	0	5	44	50	208
LD	5.47	0.9	0	0	11	32	58	57
Ops	5.55	0.9	0	1	5	31	63	591
PS	5.40	0.9	0	0	7	44	49	273

2.2. Acting with integrity is of utmost importance at Berkeley Lab.

	Mean	SD	D	SmD	SmA	A	SA	n
All	5.20	1.0	1	2	3	11	38	45
Bio	5.17	1.0	1	2	3	11	43	41
CS	5.34	1.0	1	2	8	41	48	199
E&E	5.30	1.0	0	2	6	9	28	56
ES	5.06	1.0	1	1	5	20	33	41
ET	5.08	1.0	1	3	2	12	41	40
LD	5.30	0.9	0	0	0	16	38	46
Ops	5.24	1.0	2	3	10	34	50	584
PS	5.17	1.0	1	1	4	11	43	41

2.3. Quality work is highly valued at Berkeley Lab.

	Mean	SD	D	SmD	SmA	A	SA	n
All	5.17	1.0	1	2	3	14	37	44
Bio	5.15	1.0	1	2	5	11	37	45
CS	5.26	1.0	1	1	2	12	34	50
E&E	5.18	1.0	0	2	2	16	38	43
ES	5.16	1.0	1	2	4	16	28	49
ET	5.19	1.0	1	0	3	13	39	43
LD	5.07	1.0	0	2	2	21	39	37
Ops	5.15	1.0	0	2	2	16	37	42
PS	5.20	1.0	1	1	3	11	41	43

Bio = BioSciences

CS = Computing Sciences

E&E = Earth & Enviro. Sciences

ES = Energy Sciences

ET = Energy Technologies

LD = Laboratory Directorate

Ops = Operations

PS = Physical Sciences

3. Job Fit

	Mean	SD	D	SmD	SmA	A	SA	n
All	4.99	1.11	1	2	5	16	40	36
Bio	4.97	1.11	2	2	5	16	41	35
CS	5.10	1.11	1	1	5	15	35	43
E&E	5.07	1.11	1	2	4	15	38	40
ES	5.10	1.11	1	2	5	12	38	42
ET	4.77	1.11	1	3	6	23	38	28
LD	5.11	1.11	1	2	2	15	39	41
Ops	4.96	1.11	1	2	6	16	39	35
PS	5.04	1.11	1	2	4	15	45	34
								1982

	Mean	SD	D	SmD	SmA	A	SA	n
All	5.19	1.11	1	2	4	12	37	45
Bio	5.19	1.11	1	1	4	11	37	46
CS	5.36	1.11	1	2	1	9	31	56
E&E	5.38	1.11	1	1	1	9	32	56
ES	5.25	1.11	1	1	5	8	34	50
ET	5.10	1.11	0	2	5	13	40	40
LD	5.33	1.11	0	2	2	7	40	49
Ops	5.06	1.11	1	2	4	15	38	39
PS	5.29	1.11	0	0	3	9	42	46
								277

	Mean	SD	D	SmD	SmA	A	SA	n
All	5.01	1.11	1	2	4	16	43	34
Bio	4.93	1.11	2	3	4	15	46	31
CS	5.09	1.11	0	1	5	18	41	37
E&E	4.95	1.11	2	2	4	17	43	33
ES	5.05	1.11	1	2	6	11	39	40
ET	4.81	1.11	1	3	3	25	41	26
LD	5.18	1.11	2	0	2	19	30	47
Ops	5.08	1.11	1	2	4	15	41	38
PS	5.04	1.11	0	1	2	17	49	30
								268

3.1. My job provides opportunities to challenge myself.

3.2. What I do at work is a good reflection of who I am.

3.3. My work requires me to use all my capabilities.

Bio = BioSciences
 CS = Computing Sciences
 E&E = Earth & Enviro. Sciences
 ES = Energy Sciences
 ET = Energy Technologies

LD = Laboratory Directorate
 Ops = Operations
 PS = Physical Sciences

4. Supervisor Credibility

	Mean	SD	D	SmD	SmA	A	SA	n
All	4.99	1.11	2	3	5	13	37	40
Bio	5.12	1.22	1	2	4	12	38	43
CS	5.03	1.03	2	2	6	13	33	43
E&E	5.11	1.11	2	4	3	11	33	48
ES	4.88	1.08	3	4	5	12	40	36
ET	4.99	1.09	1	3	5	15	40	36
LD	5.16	1.16	1	2	4	9	40	44
Ops	4.92	1.02	2	5	6	12	36	39
PS	4.96	1.06	2	3	5	14	39	38
						278		

4.1. My supervisor acts consistently.

	Mean	SD	D	SmD	SmA	A	SA	n
All	5.01	1.01	1	3	5	11	43	37
Bio	5.11	1.11	1	1	1	14	46	36
CS	5.06	1.06	1	2	8	10	38	42
E&E	5.15	1.15	2	1	6	8	38	45
ES	4.94	1.04	2	3	4	11	46	33
ET	5.04	1.04	0	3	3	13	47	34
LD	5.16	1.16	0	4	5	7	40	44
Ops	4.91	1.01	2	5	7	10	39	38
PS	5.03	1.03	1	2	4	13	48	33
						264		

4.2. My supervisor is knowledgeable about the work I do.

	Mean	SD	D	SmD	SmA	A	SA	n
All	5.07	1.07	2	3	4	13	34	44
Bio	5.22	1.22	1	2	4	10	33	50
CS	5.09	1.09	2	2	6	14	29	47
E&E	5.23	1.23	1	4	1	11	31	51
ES	4.95	1.05	3	4	2	15	36	40
ET	5.02	1.02	1	2	6	15	38	38
LD	5.07	1.07	2	2	4	12	42	39
Ops	5.02	1.02	2	4	4	13	33	43
PS	5.03	1.03	3	3	4	13	34	43
						275		

4.3. My supervisor is a positive role model.

	Mean	SD	D	SmD	SmA	A	SA	n
All	4.94	1.04	2	3	6	14	35	39
Bio	5.09	1.09	1	2	6	12	35	43
CS	4.95	1.05	3	3	5	16	32	41
E&E	5.01	1.01	2	6	3	14	29	46
ES	4.82	1.02	4	3	9	10	38	35
ET	4.95	1.05	0	2	8	18	35	37
LD	5.29	1.29	0	2	4	7	38	49
Ops	4.86	1.06	3	5	6	14	35	38
PS	4.88	1.08	3	3	6	16	35	36
						274		

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5. Supervisor Accountability Focus

	5.1. My supervisor clearly communicates expectations.						5.2. My supervisor holds people accountable for deliverables.						5.3. My supervisor strives to improve the performance of my work group.														
	Mean	SD	D	SmD	SmA	A	SA	n	Mean	SD	D	SmD	SmA	A	SA	n	Mean	SD	D	SmD	SmA	A	SA	n			
All	4.88	1.11	2	3	5	17	41	32	1962	4.81	1.11	1	4	6	19	39	30	1941	4.88	1.11	1	3	5	16	46	29	1870
Bio	4.93	1.00	1	2	5	17	43	33	342	4.90	1.00	1	3	4	18	43	30	341	4.91	1.00	2	1	6	17	46	29	321
CS	4.95	1.00	2	2	5	17	39	35	202	4.85	1.00	2	4	7	17	37	34	199	4.88	1.00	2	2	5	20	42	30	188
E&E	4.89	1.00	3	4	4	13	41	35	106	4.84	1.00	2	7	2	15	43	31	102	4.91	1.00	3	2	6	10	47	32	98
ES	4.75	1.00	3	3	6	18	41	29	176	4.73	1.00	2	4	8	20	35	30	172	4.72	1.00	3	2	8	17	47	23	171
ET	4.85	1.00	1	3	5	18	46	27	211	4.70	1.00	0	5	5	24	43	22	210	4.94	1.00	1	2	4	15	50	28	204
LD	4.96	1.00	0	2	5	19	40	34	57	4.77	1.00	0	4	7	23	42	25	57	5.00	1.00	0	2	2	17	54	26	54
Ops	4.91	1.00	1	4	6	15	39	35	594	4.87	1.00	1	3	7	18	36	34	588	4.94	1.00	1	4	4	14	43	33	576
PS	4.77	1.00	2	4	6	18	43	27	274	4.70	1.00	3	4	8	17	41	26	272	4.77	1.00	1	4	5	19	48	22	258
																										PS	

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6. Ethics

6.1. Senior management always acts ethically.

	Mean	SD	D	SmD	SmA	A	SA	n
All	4.96	1.11	2	3	5	14	40	37
Bio	4.98	1.11	2	3	5	14	40	37
CS	5.15	1.11	2	3	4	11	35	46
E&E	5.04	1.11	1	3	4	14	39	39
ES	4.82	1.11	2	4	6	17	38	33
ET	5.04	1.11	2	3	4	13	40	38
LD	5.05	1.11	1	3	6	10	43	38
Ops	4.94	1.11	2	3	6	13	40	36
PS	4.86	1.11	2	3	6	16	42	31
								1939

6.2. My immediate supervisor always acts ethically.

	Mean	SD	D	SmD	SmA	A	SA	n
All	4.62	1.11	3	5	8	19	37	27
Bio	4.62	1.11	3	5	8	20	37	27
CS	4.93	1.11	3	5	5	13	33	42
E&E	4.74	1.11	1	4	8	23	35	29
ES	4.44	1.11	3	7	9	25	35	20
ET	4.61	1.11	4	5	8	19	35	29
LD	4.76	1.11	2	6	9	11	43	30
Ops	4.60	1.11	4	5	9	18	39	26
PS	4.48	1.11	3	6	10	23	37	21
								243

6.3. My coworkers always act ethically.

	Mean	SD	D	SmD	SmA	A	SA	n
All	5.27	1.11	1	2	3	7	37	50
Bio	5.34	1.11	1	1	2	6	41	49
CS	5.35	1.11	1	1	4	6	33	55
E&E	5.29	1.11	1	1	3	9	33	52
ES	5.19	1.11	2	2	2	11	34	49
ET	5.40	1.11	0	0	1	8	36	54
LD	5.28	1.11	0	2	4	11	31	52
Ops	5.20	1.11	1	3	4	6	36	49
PS	5.17	1.11	2	3	3	6	42	45
								265

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7. I bring up issues that concern me w/out fear it will affect my perf. eval. or merit/promotion.

	Mean	SD	D	SmD	SmA	A	SA	n
All	4.82	1.11	3	4	7	13	40	33
Bio	4.94	1.11	2	3	6	12	44	33
CS	4.89	1.11	4	3	5	13	40	35
E&E	4.88	1.11	1	5	10	10	39	35
ES	4.63	1.11	8	3	10	9	38	32
ET	4.87	1.11	2	3	5	18	40	32
LD	4.96	1.11	2	5	4	12	39	39
Ops	4.74	1.11	4	5	6	13	40	31
PS	4.84	1.11	2	4	8	15	40	32
								263

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8. Pace of Work

	Mean	SD	D	SmD	SmA	A	SA	n	
All	4.23	4	8	13	25	33	16	1978
Bio	4.51	2	6	12	21	36	22	346
CS	4.22	.....	4	8	15	29	28	17	202
E&E	4.25	.....	3	10	12	29	30	16	108
ES	3.96	.....	6	12	14	27	29	12	178
ET	4.16	.....	4	10	12	26	36	12	213
LD	4.06	.......	8	8	13	19	45	7	57
Ops	4.20	.....	4	9	13	26	33	15	596
PS	4.22	.....	4	8	16	25	33	15	278

8.1. I work in an environment where my workload is manageable.

	Mean	SD	D	SmD	SmA	A	SA	n	
All	4.46	.....	3	7	10	23	38	20	1971
Bio	4.75	.....	1	5	8	18	39	29	345
CS	4.41	.....	2	6	13	28	30	21	202
E&E	4.25	.....	2	9	15	27	28	18	106
ES	4.26	.....	3	9	11	25	36	15	176
ET	4.26	.....	4	11	9	23	39	15	213
LD	4.40	.......	5	5	9	18	51	12	57
Ops	4.45	.....	3	6	9	22	41	18	594
PS	4.55	.....	3	4	10	24	38	21	278

8.2. My group has enough staff to get the work done in a quality manner.

	Mean	SD	D	SmD	SmA	A	SA	n	
All	3.99	.....	5	10	17	28	28	12	1941
Bio	4.27	.....	3	6	17	25	34	15	339
CS	3.99	.....	5	10	17	29	26	13	196
E&E	4.21	.....	4	10	10	30	33	14	104
ES	3.69	.....	8	15	18	29	22	9	176
ET	4.04	5	9	14	30	33	9	208
LD	3.72	11	11	18	21	39	2	57
Ops	3.95	5	12	17	29	25	12	587
PS	3.87	5	11	21	26	27	9	274

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9. Safety

9.1. My rights and responsibilities related to safety have been clearly communicated to me.

	Mean	SD	D	SmD	SmA	A	SA	n
All	5.35	1.11	0	1	2	7	41	49
Bio	5.45	1.01	0	0	1	4	40	54
CS	5.49	1.01	0	0	0	7	35	57
E&E	5.37	1.01	0	0	2	7	38	51
ES	5.35	1.01	1	0	2	7	43	48
ET	5.25	1.01	0	1	2	9	45	42
LD	5.29	1.01	0	0	1	11	47	41
Ops	5.36	1.01	0	1	2	7	41	49
PS	5.21	1.01	0	2	3	8	45	43
								1976

	Mean	SD	D	SmD	SmA	A	SA	n
All	5.39	1.11	0	1	1	6	41	51
Bio	5.47	1.01	0	0	1	3	42	53
CS	5.51	1.01	0	0	0	8	31	60
E&E	5.44	1.01	1	0	1	5	39	54
ES	5.40	1.01	1	0	1	5	44	49
ET	5.27	1.01	0	0	2	9	44	44
LD	5.27	1.01	0	0	0	13	47	40
Ops	5.41	1.01	0	1	1	6	40	52
PS	5.29	1.01	0	2	1	6	43	47
								273

9.2. I feel safe in conducting my work because of the Laboratory's safety practices.

	Mean	SD	D	SmD	SmA	A	SA	n
All	5.32	1.11	0	1	2	8	42	47
Bio	5.44	1.01	0	1	1	5	39	54
CS	5.46	1.01	0	0	1	7	39	54
E&E	5.30	1.01	0	1	3	10	38	49
ES	5.31	1.01	1	0	3	8	41	47
ET	5.23	1.01	0	1	2	9	46	41
LD	5.29	1.01	0	0	2	9	47	42
Ops	5.31	1.01	0	1	2	8	42	47
PS	5.15	1.01	0	3	4	9	46	39
								271

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10. Pay and Benefits

	Mean	SD	D	SmD	SmA	A	SA	n	
All	4.39	1.11	4	7	10	23	39	17	1977
Bio	4.24	1.01	5	7	11	27	36	14	346
CS	4.60	1.01	3	5	8	23	40	22	202
E&E	4.42	1.01	2	9	10	24	37	18	108
ES	4.41	1.01	2	6	13	24	38	17	175
ET	4.24	1.01	5	8	11	26	36	14	214
LD	4.52	1.01	1	8	12	17	41	21	57
Ops	4.47	1.01	4	6	9	21	40	20	597
PS	4.28	1.01	4	8	11	24	40	14	278

10.1. I am satisfied with my benefits.

	Mean	SD	D	SmD	SmA	A	SA	n	
All	4.97	1.11	1	2	4	15	48	30	1950
Bio	4.90	1.01	2	1	5	15	50	26	340
CS	4.95	1.01	1	3	4	17	47	29	200
E&E	4.96	1.01	0	3	6	14	48	30	107
ES	4.94	1.01	1	2	5	16	48	29	174
ET	4.94	1.01	1	2	4	15	51	27	210
LD	5.21	1.01	0	0	4	11	47	39	57
Ops	5.07	1.01	1	2	3	15	45	35	591
PS	4.88	1.01	1	2	4	17	54	23	271

10.2. I am satisfied with my pay.

	Mean	SD	D	SmD	SmA	A	SA	n	
All	4.06	1.11	5	10	13	29	32	11	1966
Bio	3.85	1.01	6	11	14	35	26	7	344
CS	4.40	1.01	5	4	10	29	36	18	200
E&E	4.10	1.01	3	13	10	31	31	12	107
ES	4.14	1.01	3	9	16	27	34	11	175
ET	3.85	1.01	6	13	13	33	26	8	212
LD	4.16	1.01	2	14	16	18	37	14	57
Ops	4.16	1.01	6	8	12	25	36	13	594
PS	3.94	1.01	6	13	12	29	32	9	277

10.3. I believe I am paid fairly.

	Mean	SD	D	SmD	SmA	A	SA	n	
All	4.13	1.01	5	9	14	26	35	12	1944
Bio	3.99	1.01	7	8	14	31	33	8	338
CS	4.44	1.01	3	8	9	23	36	21	197
E&E	4.16	1.01	2	10	15	27	33	12	105
ES	4.17	1.01	3	7	17	27	33	13	174
ET	3.91	1.01	7	9	17	29	32	7	208
LD	4.18	1.01	2	9	18	22	38	11	55
Ops	4.20	1.01	4	9	13	24	38	13	591
PS	4.04	1.01	5	10	16	26	34	9	276

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11. Development Focus

	Mean	SD	D	SmD	SmA	A	SA	n
All	4.84	1.11	2	4	7	15	40	33
Bio	4.83	1.11	2	3	7	15	43	31
CS	4.96	1.11	1	3	7	14	35	39
E&E	4.99	1.11	2	3	6	13	37	39
ES	4.74	1.11	4	4	8	16	37	32
ET	4.81	1.11	1	3	7	18	42	28
LD	4.82	1.11	1	4	8	16	42	30
Ops	4.89	1.11	2	4	6	13	39	35
PS	4.71	1.11	3	4	8	14	42	28
								273

11.1. My supervisor gives me regular feedback.

	Mean	SD	D	SmD	SmA	A	SA	n
All	4.62	1.11	3	5	9	20	37	26
Bio	4.61	1.11	4	5	8	18	40	25
CS	4.68	1.11	3	5	9	20	33	31
E&E	4.61	1.11	3	4	11	21	35	26
ES	4.50	1.11	5	5	10	22	37	23
ET	4.51	1.11	2	5	11	23	39	20
LD	4.44	1.11	2	5	7	28	49	9
Ops	4.78	1.11	1	5	8	19	35	32
PS	4.44	1.11	5	4	13	19	37	21
								271

11.2. I am comfortable discussing my performance development needs with my supervisor.

	Mean	SD	D	SmD	SmA	A	SA	n
All	5.04	1.11	2	3	5	10	42	39
Bio	5.10	1.11	1	1	4	11	43	39
CS	5.17	1.11	1	2	6	10	37	46
E&E	5.21	1.11	1	3	4	7	37	49
ES	4.92	1.11	5	2	6	10	39	39
ET	5.06	1.11	0	2	3	14	45	35
LD	5.13	1.11	0	2	5	13	39	41
Ops	5.02	1.11	2	3	5	9	43	38
PS	4.91	1.11	3	4	5	11	44	34
								271

11.3. I am comfortable discussing my career opportunities with my supervisor.

	Mean	SD	D	SmD	SmA	A	SA	n
All	4.89	1.11	2	3	7	13	41	34
Bio	4.88	1.11	2	2	7	15	44	30
CS	5.02	1.11	1	3	7	13	37	40
E&E	5.11	1.11	3	1	3	12	39	43
ES	4.77	1.11	2	5	8	16	36	33
ET	4.90	1.11	0	2	8	17	43	30
LD	5.00	1.11	0	4	11	7	38	40
Ops	4.87	1.11	3	4	6	11	40	36
PS	4.82	1.11	3	3	6	13	44	30
								261

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12. Fairness and Respect

	Mean	SD	D	SmD	SmA	A	SA	n
All	5.19	1	2	3	10	38	46	1983
Bio	5.26	0	2	3	8	40	47	347
CS	5.26	1	1	5	9	33	52	203
E&E	5.29	1	1	3	10	36	50	110
ES	5.07	2	3	4	11	37	43	178
ET	5.24	0	1	3	11	40	45	214
LD	5.28	1	2	1	11	35	50	57
Ops	5.15	1	3	4	10	38	45	596
PS	5.12	1	2	3	10	43	40	278

12.1. My supervisor treats me fairly.

	Mean	SD	D	SmD	SmA	A	SA	n
All	5.19	1	2	4	10	34	48	1963
Bio	5.31	0	2	3	8	35	52	344
CS	5.27	2	1	4	9	27	56	201
E&E	5.22	1	1	5	11	33	50	107
ES	5.05	2	3	7	10	32	46	175
ET	5.22	0	1	2	14	36	46	211
LD	5.30	0	4	2	7	36	52	56
Ops	5.14	1	4	4	10	34	47	592
PS	5.09	1	3	4	12	39	42	277

12.2. My supervisor treats me with respect.

	Mean	SD	D	SmD	SmA	A	SA	n
All	5.24	1	2	4	8	34	51	1956
Bio	5.34	1	1	2	6	38	52	343
CS	5.30	1	1	5	7	30	56	201
E&E	5.36	1	0	3	9	33	54	103
ES	5.16	2	3	2	10	31	51	176
ET	5.33	0	1	5	7	34	53	209
LD	5.39	2	2	0	11	25	61	57
Ops	5.17	2	3	4	9	35	48	590
PS	5.14	1	3	4	9	37	46	277

12.3. My colleagues treat me with respect.

	Mean	SD	D	SmD	SmA	A	SA	n
All	5.15	1	1	3	11	46	38	1962
Bio	5.16	1	1	4	10	47	38	345
CS	5.21	0	0	5	10	40	43	203
E&E	5.27	0	2	2	9	41	46	107
ES	5.01	2	2	3	12	48	33	178
ET	5.18	0	1	0	12	50	36	211
LD	5.14	0	2	2	14	46	37	57
Ops	5.14	1	2	3	12	44	39	589
PS	5.13	1	1	2	10	54	32	272

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13. Feeling Valued

	Mean	SD	D	SmD	SmA	A	SA	n
All	5.09	1.11	1	2	3	12	42	39
Bio	5.15	1.11	1	2	3	10	45	40
CS	5.14	1.11	1	2	4	12	36	44
E&E	5.18	1.11	1	1	3	12	39	44
ES	5.05	1.11	3	2	4	12	39	41
ET	5.11	1.11	0	1	3	12	47	36
LD	5.20	1.11	1	2	2	14	38	45
Ops	5.03	1.11	2	3	4	13	40	39
PS	5.06	1.11	1	2	4	11	47	35
								276

13.1. My supervisor values my ideas and opinions.

	Mean	SD	D	SmD	SmA	A	SA	n
All	5.09	1.11	1	2	4	11	39	42
Bio	5.20	1.11	1	1	4	8	43	43
CS	5.16	1.11	1	3	4	13	32	49
E&E	5.16	1.11	1	2	4	12	36	45
ES	5.02	1.11	5	2	5	9	36	44
ET	5.17	1.11	0	1	3	13	42	40
LD	5.19	1.11	2	0	2	14	39	44
Ops	5.00	1.11	2	4	4	13	37	40
PS	5.05	1.11	1	1	6	9	46	36
								271

13.2. My colleagues value my ideas and opinions.

	Mean	SD	D	SmD	SmA	A	SA	n
All	5.09	1.11	1	1	2	12	54	31
Bio	5.06	1.11	1	1	2	12	55	29
CS	5.12	1.11	0	0	4	10	52	33
E&E	5.22	1.11	0	1	2	10	49	39
ES	5.06	1.11	1	1	4	12	51	32
ET	5.06	1.11	0	0	2	13	57	27
LD	5.18	1.11	0	2	4	11	44	40
Ops	5.08	1.11	1	1	2	13	51	32
PS	5.10	1.11	0	1	1	11	59	27
								270

13.3. My supervisor acknowledges my contributions.

	Mean	SD	D	SmD	SmA	A	SA	n
All	5.10	1.11	2	3	4	13	34	46
Bio	5.22	1.11	1	3	2	10	37	48
CS	5.12	1.11	2	3	5	14	26	51
E&E	5.20	1.11	1	1	3	15	33	47
ES	5.07	1.11	3	2	3	14	30	47
ET	5.15	1.11	0	1	5	11	40	42
LD	5.23	1.11	0	4	0	16	30	50
Ops	5.02	1.11	2	4	4	13	33	44
PS	5.05	1.11	1	3	5	12	35	43
								274

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14. Diversity Valued

	Mean	SD	D	SmD	SmA	A	SA	n
All	4.89	1.11	1	3	5	17	42	31
Bio	5.00	1.00	1	2	4	14	43	36
CS	5.11	1.00	1	2	3	15	39	41
E&E	4.89	1.00	1	4	4	17	41	32
ES	4.73	1.00	2	4	7	20	39	28
ET	4.83	1.00	1	3	6	19	43	28
LD	4.95	1.00	0	1	5	22	42	30
Ops	4.85	1.00	2	3	6	17	42	30
PS	4.78	1.00	1	4	6	19	45	25
								268

14.1. I work with people who genuinely welcome diversity.

	Mean	SD	D	SmD	SmA	A	SA	n
All	5.08	1.00	1	2	3	14	45	36
Bio	5.14	1.00	1	1	3	13	41	41
CS	5.29	1.00	1	2	0	11	41	46
E&E	5.02	1.00	1	3	3	15	43	36
ES	5.09	1.00	1	1	4	15	43	36
ET	5.10	1.00	1	1	4	12	44	38
LD	5.20	1.00	0	0	2	13	49	36
Ops	5.03	1.00	1	2	4	13	45	34
PS	4.94	1.00	0	2	4	16	52	26
								262

14.2. The benefits of a diverse and inclusive work group are clearly communicated in my division.

	Mean	SD	D	SmD	SmA	A	SA	n
All	4.78	1.00	1	4	7	21	38	29
Bio	4.98	1.00	1	4	4	15	41	36
CS	5.03	1.00	1	2	6	18	33	40
E&E	4.78	1.00	2	4	6	20	39	30
ES	4.41	1.00	2	7	11	26	32	21
ET	4.53	1.00	1	5	8	29	38	19
LD	4.80	1.00	0	4	5	25	38	27
Ops	4.85	1.00	2	2	7	19	38	31
PS	4.66	1.00	1	5	9	21	39	24
								256

14.3. I can comfortably talk about my perspectives with others.

	Mean	SD	D	SmD	SmA	A	SA	n
All	4.83	1.00	2	3	5	18	44	28
Bio	4.98	1.00	1	2	5	14	46	32
CS	5.02	1.00	1	3	3	15	42	36
E&E	4.94	1.00	0	4	4	18	43	31
ES	4.70	1.00	4	3	6	19	42	26
ET	4.90	1.00	0	2	6	17	48	26
LD	4.86	1.00	0	0	7	27	39	27
Ops	4.69	1.00	3	4	6	19	43	24
PS	4.78	1.00	3	3	5	19	44	27
								264

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15. Personal Investment

	Mean	SD	D	SmD	SmA	A	SA	n	
All	5.01	.11	0	1	4	16	47	31	1961
Bio	4.96	.11	1	1	5	17	46	31	342
CS	5.02	.11	0	1	4	18	44	32	202
E&E	5.02	.11	0	1	5	17	41	35	109
ES	4.96	.11	1	1	5	16	45	31	177
ET	4.88	.11	0	3	4	20	47	26	211
LD	5.12	.11	0	1	4	13	47	36	57
Ops	5.11	.11	0	1	3	14	47	35	593
PS	4.93	.11	0	1	5	17	51	25	270

15.1. I am always looking for challenging work that can advance my professional development.

	Mean	SD	D	SmD	SmA	A	SA	n	
All	5.22	.11	0	0	2	13	44	41	1945
Bio	5.26	.11	0	1	1	13	43	43	340
CS	5.34	.11	0	0	1	10	40	48	201
E&E	5.39	.11	0	0	0	9	43	48	108
ES	5.22	.11	0	0	5	14	36	45	177
ET	5.18	.11	0	1	0	15	49	35	210
LD	5.18	.11	0	2	4	11	44	40	57
Ops	5.20	.11	0	0	2	14	43	40	583
PS	5.13	.11	1	0	2	12	52	33	269

15.2. I have invested a lot of energy building and maintaining my network at work.

	Mean	SD	D	SmD	SmA	A	SA	n	
All	4.89	.11	0	2	6	21	42	29	1920
Bio	4.79	.11	1	2	8	23	40	26	332
CS	4.92	.11	0	2	5	22	40	31	199
E&E	4.87	.11	0	2	7	25	33	32	108
ES	4.99	.11	1	1	6	17	39	36	174
ET	4.67	.11	0	4	8	28	37	23	207
LD	5.11	.11	0	2	5	12	42	39	57
Ops	4.99	.11	0	2	4	17	45	32	577
PS	4.81	.11	0	1	8	21	48	22	266

15.3. I make it a point to read and absorb all official communications about what is going on in my group, division and Berkeley Lab.

	Mean	SD	D	SmD	SmA	A	SA	n	
All	4.67	.11	1	3	8	26	42	21	1947
Bio	4.52	.11	2	3	11	26	39	18	337
CS	4.61	.11	0	3	7	33	37	20	202
E&E	4.59	.11	1	5	11	23	37	22	107
ES	4.57	.11	2	2	10	25	43	18	177
ET	4.39	.11	0	6	10	35	38	12	210
LD	4.81	.11	0	2	5	25	47	21	57
Ops	4.94	.11	0	2	4	20	45	28	588
PS	4.62	.11	0	3	10	25	45	17	269

15.4. Most people would say they enjoy working with me.

	Mean	SD	D	SmD	SmA	A	SA	n	
All	5.16	.11	0	0	0	10	61	28	1838
Bio	5.20	.11	0	0	2	7	60	31	315
CS	5.10	.11	0	0	1	14	60	26	188
E&E	5.23	.11	0	0	0	10	56	34	98
ES	5.08	.11	0	1	0	12	65	22	168
ET	5.11	.11	0	1	0	12	62	26	195
LD	5.13	.11	0	0	2	11	61	27	56
Ops	5.22	.11	0	0	0	9	60	31	563
PS	5.09	.11	0	0	0	11	66	22	255

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15.5. I always let my supervisor know if I have a question or concern s/he should address.

	Mean	SD	D	SmD	SmA	A	SA	n	
All	5.12	1.1	1	3	13	44	38	1940	
Bio	5.08	1.1	1	1	4	13	46	35	338
CS	5.14	1.1	1	2	3	12	45	38	198
E&E	5.03	1.1	0	1	6	19	38	37	104
ES	4.97	1.1	2	2	5	14	41	36	175
ET	5.10	1.1	0	1	2	13	50	33	209
LD	5.39	1.1	0	0	2	9	39	51	57
Ops	5.23	1.1	0	1	3	9	44	42	591
PS	5.00	1.1	0	3	3	17	44	32	268

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